



AQC On Point

Mr. Charlie E. Williams, Jr.

MILITARY DEVELOPMENT TEAM MEETING

Our Force Development efforts are in full swing and evolving quickly. On the 2nd and 3rd of February, we conducted our most recent Military Development Team (DT) meeting. I am very excited about the results and want to share with you some of my thoughts about this process.

This particular meeting was designed to provide developmental assignment vectors for Lt Cols with two years time on station by the summer of 2005 and Maj's meeting the 2004 Lt Col board. The DT membership for this meeting included the MAJCOM LGCs, AFMC/PK and a DCMA representative. I chair each DT meeting we conduct. DT members independently reviewed records for each officer meeting this DT session and made general assignment vector recommendations. Record files include the official AFPC record, a copy of the officer's Single Unit Retrieval Form (SURF) and the Transitional-Officer Development Plan (T-ODP). Individual DT member vectors were then consolidated and discussed in open forum. From this open discussion, a first and second assignment vector was determined for each officer. The final part of the process involves our contracting leadership providing DT assignment vector recommendation feedback to each officer reviewed.

I need everyone to understand precisely what this DT assignment vector recommendation represents. This vector is purely designed to identify gaps in an officer's experience base that the DT believes should be filled in order to fully develop each individual. It is not intended to be a guarantee that your next job will match the DT vector nor is it an endorsement of the officer's performance. Its single intent is to give each officer and their supervisor a consolidated perspective from the senior leadership in contracting on assignment options an officer should consider to fully develop their experience base.

While conducting this last DT session, our progress was occasionally slowed by the lack of key information. In several cases, we did not have current T-ODPs or accurate SURFs in the record. I need each officer to begin thinking of the T-ODP in terms of an ongoing document representing your developmental desires as

opposed to the old Preference Worksheet that we traditionally only used when approaching a PCS. The T-ODP has become a key document used by the DT to match assignment vectors with desires whenever possible. We realize it may appear aggressive to look at some officers far from projected PCS dates, but we have found on many occasions a need for DT vectors on all our officers as personal and professional conditions change.

A second concern to the DT was inaccurate information on officer SURFs. It is vital for the DT to have accurate information on the SURF in order to make the appropriate assignment vectors. It is each officer's responsibility to ensure the accuracy of data in this system. I encourage all officers to check your SURF now and before any DT session you will meet and work with your servicing personnel office to correct any errors. Remember this is also important as your records go before various promotion boards.

I am fully committed to our Force Development program and firmly believe our DT efforts are helping us get the right people in the right jobs at the right time. We will continue to improve upon our processes and look to you to do your part as well.



A handwritten signature in black ink, reading "C. Williams, Jr." with a stylized flourish at the end.

Charlie E. Williams, Jr.
Deputy Assistant Secretary (Contracting)
Assistant Secretary (Acquisition)